

ANALISIS *TURNOVER INTENTION* KARYAWAN PADA QUEEN LATIFA HOSPITAL YOGYAKARTA

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Abstrak

Sumber daya manusia merupakan aset vital bagi keberhasilan organisasi, termasuk di sektor kesehatan. Penelitian ini bertujuan menganalisis *turnover intention* karyawan di Queen Latifa Hospital Yogyakarta, sebuah rumah sakit swasta yang mengalami dinamika signifikan dalam keluar-masuk tenaga kerja. Berdasarkan observasi magang selama 30 hari dan data tahun 2024, ditemukan peningkatan tajam jumlah karyawan yang keluar, mengindikasikan tantangan dalam pengelolaan SDM. Faktor pemicu antara lain beban kerja tinggi, kepuasan kerja rendah, kurangnya pengakuan profesional, dan ketidakseimbangan kerja-hidup. Analisis lima indikator menunjukkan mayoritas responden tidak setuju terhadap terpenuhinya aspek sosial, budaya organisasi, orientasi pribadi, dan pertumbuhan karier, dengan nilai rata-rata *turnover intention* sebesar 2,00 (kategori rendah). Hasil ini mencerminkan loyalitas, kepuasan kerja, dan komitmen yang masih cukup tinggi di kalangan karyawan. Temuan ini menjadi landasan penting bagi manajemen rumah sakit dalam mengevaluasi sistem internal dan memperkuat strategi retensi tenaga kerja guna meningkatkan stabilitas organisasi secara jangka panjang.

Kata Kunci: *Karyawan, Turnover Intention, Queen Latifa Hospital*

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Abstract

Human resources are vital assets for the success of any organization, including those in the healthcare sector. This study aims to analyse employee turnover intentions at Queen Latifah Hospital in Yogyakarta, a private hospital that has experienced significant workforce fluctuations. Based on a 30-day internship observation and data from 2024, a sharp increase in employee exits was identified, indicating challenges in human resource management. Contributing factors include a high workload, low job satisfaction, lack of professional recognition, and poor work-life balance. An analysis of five indicators revealed that most respondents disagreed regarding the fulfilment of subjective social status, organizational culture, personal orientation, and career growth, resulting in an average turnover intention score of 2.00, which is categorized as low. These results reflect relatively high levels of employee loyalty, job satisfaction, and commitment. The findings provide a critical foundation for hospital management to evaluate internal systems and strengthen employee retention strategies, thereby enhancing long-term organisational stability.

Keywords: *Employee, Turnover Intention, Queen Latifa Hospital*